



## The City of San Diego

### Staff Report

DATE ISSUED: 9/14/2020

TO: City Council

FROM: Office of The Mayor

SUBJECT: Ordinance to Amend the San Diego Municipal Code to Establish the Office of Race and Equity

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Council District(s): Citywide

#### OVERVIEW:

This ordinance amends the San Diego Municipal Code (SDMC) to establish the Office of Race and Equity to provide education and technical support to City staff, local law enforcement, and elected officials in order to recognize and eliminate systemic racism and other barriers to fair and just distribution of resources, access, and opportunity in the City. The City Council approved funding for this department in the Fiscal Year 2021 Adopted Budget.

#### PROPOSED ACTIONS:

Approve an ordinance amending Chapter 2, Article 2 of the San Diego Municipal Code (SDMC) by adding new Division 55, Section 22.5501, establishing the Office of Race and Equity in the Administrative Code, to provide education and technical support to City staff, local law enforcement, and elected officials in order to recognize and eliminate systemic racism and other barriers to fair and just distribution of resources, access, and opportunity in the City, and to strengthen community partnerships with economic, racial, and social justice organizations.

#### DISCUSSION OF ITEM:

On June 8, 2020, City Council approved the creation of the City of San Diego's Office of Race and Equity through a funding allocation on the Fiscal Year 2021 Adopted Budget. The main objective of this office is to prioritize the health and success of historically underserved communities in a way that eliminates inequity in criminal and environmental justice through the examination of policies and practices that may marginalize communities of color, and in that way, promote social and economic fairness and equitable access to opportunity across San Diego.

The Office of Race and Equity will provide education and technical support to City staff, local law enforcement, and elected officials in order to recognize and eliminate systemic racism and other barriers to fair and just distribution of resources, access, and opportunity in the City. To achieve this goal, the Office of Race and Equity will, among other efforts:

- Prioritize the health and economic success of communities of color and low-and-moderate income communities to assist in a communitywide effort to eliminate inequity in criminal and environmental justice;
- Identify measurable racial equity goals and collect all relevant data to assess outcomes;
- Conduct continuous analysis of outcomes, services, and barriers to access to examine how current practices may be contributing to inequity in the City of San Diego;
- Provide policy recommendations based on national best practices that create systemic change within government and communities to ensure that social and economic outcomes cannot be projected or determined based on race, gender, age, or sexual orientation;
- Revise policies that do not meet racial equity goals;
- Increase contracting opportunities for women-owned, minority-owned, and disadvantaged businesses and develop and implement policies in response to the findings of the City-commissioned Disparity Study;
- Administer a Community Equity Fund to meet the intent of the Office by investing in underserved communities and boosting partnerships with community-based organizations, once established in the San Diego Municipal Code

The Office of Race and Equity will work to end racial disparities within City government using a racial equity framework that ensures fairness in hiring and promotions practices and that promotes greater opportunities and inclusion to all residents, with the understanding that economic development and stability among historically underserved communities are essential to achieving equity.

In Fiscal Year 2021, the Office will develop a strategic plan that defines the vision, mission, goals, and objectives of the department with the assistance of a consultant, which will facilitate dialogue and gather community input to devise how to implement race equity in City operations. Additionally, key performance indicators (KPI) will be developed to quantify the impact of equity initiatives, and KPI targets will be set to track progress toward achieving the Office's objectives.

#### Fiscal Considerations:

The Fiscal Year 2021 Adopted Budget allocated \$824,752 for the addition of 3.00 FTE positions and associated non-personnel expenditures. Additionally, \$3,000,000 was allocated in non-personnel expenditures for the transfer to the Community Equity Fund. Advancement of equity may require additional resources to be shifted and reallocated in the future. Any changes or requests to resources in the future will be brought forward to City Council and will be contingent upon the adoption of the Appropriation Ordinance for the respective fiscal year.

#### Charter Section 225 Disclosure of Business Interests:

N/A

#### City Strategic Plan Goal(s)/Objective(s):

Goal #1: Provide high quality public service

Objective 1: Promote a customer-focused culture that prizes accessible, consistent, and predictable delivery of services

Goal #2: Work in partnership with all of our communities to achieve safe and livable neighborhoods

Objective 1: Protect lives, property, and the environment through timely and effective response in all communities

Objective 2: Reduce and prevent crime

Objective 4: Foster services that improve quality of life

Objective 5: Cultivate civic engagement and participation

Goal #3: Create and sustain a resilient and economically prosperous City with opportunity in every community

### Objective 3: Diversify and grow the local economy

#### Environmental Impact:

This activity is not a project pursuant to CEQA Guidelines Section 15378(b)(5) as it is an organizational or administrative activity of a government that will not result in direct or indirect physical changes in the environment. As such, this activity is not subject to CEQA pursuant to CEQA Guidelines Section 15060(c)(3).

#### Equal Opportunity Contracting Information (if applicable):

N/A

#### Previous Council and/or Committee Actions:

On June 8, 2020, the City Council approved the Fiscal Year 2021 Adopted Budget, under which the Office of Race and Equity was formed.

#### Key Stakeholders and Community Outreach Efforts:

N/A

Almis Udrys \_\_\_\_\_

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